



AUDIT - HUMAN RESOURCE TECHNOLOGY CONTROLS AT THE UNIVERSITY OF IOWA

Human Resources Information System (HRIS). As part of the annual audit of financial statements for the University of Iowa (UI), the Auditor of State issued a report on selected aspects of technology controls for the HRIS. The System is a purchased product from Oracle and contains modules for payroll benefits and basic human resources functions, such as hiring, status changes, employee training, and employment history. The review covered the period from May 11, 2015, through July 31, 2015.

Results. The review resulted in a recommendation that the UI strengthen access controls for the HRIS by ensuring compliance with the UI Enterprise Password Policy and reducing the time before automatic logout due to inactivity.

Response. The UI responded by noting that user passwords are being changed to comply with the elevated privilege password requirements in the Enterprise Password Policy. Inactivity logouts are set to 50 minutes to avoid loss of data entry work. Privileged access users, though, are encouraged to set their workstations to lock after 10-20 minutes of inactivity. Unlike an automatic inactivity logout, data entry work is not lost when the workstation locks. The response was accepted by the auditors.

Full Report. The full report is available at <https://auditor.iowa.gov/reports/1661-8010-bt01>.

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